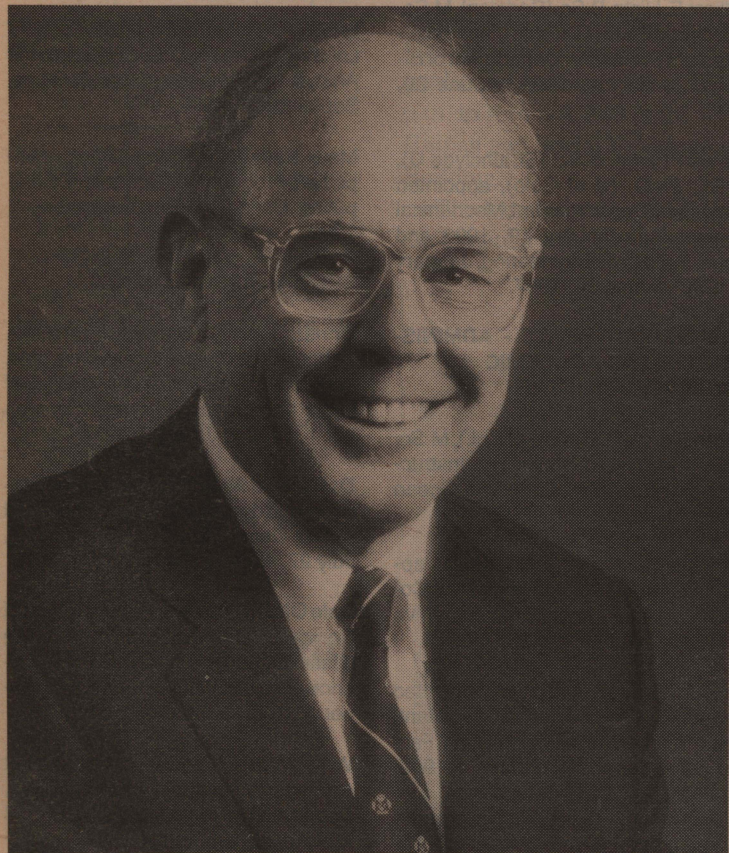




Ian Stewart bids BoG goodbye



Stewart: enrolment doubled during his tenure

BY PATTY PITTS

Ian Stewart's office at Honda City, the Victoria car dealership where he is President and General Manager, is filled with mementos of his career as a lawyer, businessman, politician and UVic Board member. While the prime desktop space is given over to photos of his wife Gillian and their two grown daughters, not far away, on a wall, is a large photograph of a classic 45-foot wooden cutter under sail.

"That's the Katie Ford," explains Stewart proudly. "She was built in 1945 in Oregon. I'm looking forward to going out on her and not have to take a briefcase full of work along with me. I'm going to be 60 this fall. I've been in Victoria 31 years, and I don't think there's been a year that I haven't been active in some community activity. It will be nice to take a bit of a breather."

Stewart hopes his resignation from UVic's Board of Governors on Sept. 14, will grant him some of that sought-after spare time. Appointed to the Board in 1976, Stewart served as one of its directors for nearly 12 years—eight of them as its Chair. He left the Board twice, once to serve three years on the Universities Council of British Columbia, but each time returned.

"I'll miss Ian. I consider him a friend," says UVic President David Strong. "In a personal sense, he's the reason that I am here. His enthusiasm for the University, his warmth and welcome convinced me that I would very much enjoy being President of UVic. I believed that I could learn a great deal from Ian, and I have."

"When there was a crisis, Ian was at his best," recalls Dr. Howard Petch who was President of UVic when Stewart was first

appointed to the Board. "He was very supportive in times of crisis. He'd come through like a lion."

"Ian's given over a decade of support and commitment to post-secondary education in British Columbia," adds UVic Vice-President Academic and Provost Sam Scully. "The University is in his debt. Ian demonstrated vigorous leadership in his service to the Board."

"The public will not be content with a university deciding what its rules are and making all its decisions in a closed state."

Since Stewart was first appointed, enrolment at UVic has doubled and new buildings have proliferated on campus. Physical changes aren't the only ones that have occurred on campus during his tenure.

"There is a strong demand now from the public for universities to be publicly accountable, and it's important for decisions to be made openly," says Stewart of the changing public attitude towards educational institutions. "The public will not be content with a university deciding what its rules are and making all its decisions in a closed state."

Stewart says he's most proud of fostering a sense of openness among members of the Board and between it and the University community.

"There's a stronger understanding by Board members of faculty and student issues," affirms Stewart. "The faculty members on the Board have applied themselves consistently to make the Board aware of what's happening on campus. I watched Board members melt like putty when they listened to

[former University of Victoria Students' Society President] Lise-Lotte Loomer talk of the increased need for daycare."

A firm believer in making higher education accessible to all students, Stewart himself recalls wondering if he would be able to pursue a university education.

"I remember looking at *Popular Mechanics* magazine for international correspondence courses because I couldn't afford university," he remembers.

Stewart and his brother eventually both graduated from UBC "because somebody cared about us," but not before a circuitous route to university and law school. He was born in Hankow, China—a city deep in the country's interior along the Yangtze River. Stewart's great-grandfather, and engineer, left Scotland for China in 1860.

"He was known as the grand old man of China," says Stewart of his ancestor. "My grandfather and my father were born there too. The family was into mining and salt. They were very Chinese, very connected to China."

When Stewart was still a schoolboy, the Japanese attacks on China intensified so the Stewart family re-located to Hong Kong. When it appeared that it was going to fall as well, Stewart, his mother and brother and sister were evacuated to Vancouver. His father stayed behind and was taken prisoner. When he was freed following the end of World War II, he moved to Shanghai and the family moved back to China to regroup.

"The Communists were in the north so we stayed in the south in Nanking and Shanghai," says Stewart. "The Stewarts spread throughout China."

His father was now in the oil business and decided to take Stewart's mother along on a business trip to Macao. In one of the first recorded incidents in aviation history, the plane was hijacked. Both Stewart's parents were killed when it crashed.

"My father had a brother in Vancouver so my brother and sister and I were sent there," remembers Stewart. "It's a critical point in your life when you need parental support and we were on our own. There were relatives around, but we didn't live with them. My sister had finished school but my brother and I went to a Catholic boarding school. I made some great friends there. I'm still in touch with some of them."

After graduating from Vancouver College, Stewart tried out for UBC's football

team and found the financial help he needed to begin classes. After completing his law degree in 1960, he worked with a Vancouver firm briefly before coming to Victoria "just for a year" to join a local firm that had a vacancy.

"I'd only been here a few months when I decided that I didn't want to go back to Vancouver," he says grinning. "That was in 1961. There was no UVic then. There was housing on the Honda City site and there was farmland just down the road."

Two years later, Stewart started his own law practice and ran for the Liberal party as a candidate in the 1963 provincial election (he ran for them again six years later). In 1966 he was elected an alderman in the City of Victoria, the same year he married Gillian Edgell, a fine arts graduate from UBC who had returned to her hometown after studying at the Courtauld Institute in London, England and working in the National Gallery in Ottawa on a Canada Council scholarship.

Stewart ran for mayor of Victoria in 1969 ("an ill-conceived plan") and, following that loss, decided to turn his full attention to his law practice. He left in 1978 to devote more time to doing consulting work, advising corporations and the provincial government on labour law and petrochemical and energy negotiations. He also decided to invest in "a little automobile dealership" that his friend, Clare Copeland, was developing.

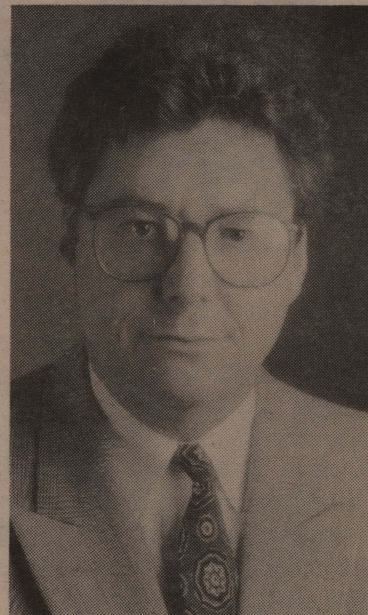
"He did the marketing," says Stewart, "and I did the legal work."

Although Stewart is still a member of the Law Society of British Columbia, business concerns monopolize most of his time. He has served on several boards and is still a director of Can-West Gas Supply, Rogers Communications and Rogers Cable Systems. Inevitably, UVic was part of his conversation at board meetings.

"I finally convinced the vice-president of engineering of Rogers Cable Systems to visit the campus and see our electrical engineering department," recalls Stewart, "and when he saw that computer science was involved in engineering, he said, 'My God, this school is ahead of [the School of Engineering at] Waterloo!' Rogers has since made significant gifts to UVic."

Stewart says he will maintain ties with UVic and leaves behind a strong Board of Governors.

"They're great," he states simply. "The University has a Board that really works together."



Enns takes helm

Douglas Enns is new BoG chair

Douglas Enns, 42, Chief Executive Officer of Pacific Coast Savings and a member of the UVic Board of Governors for three years, was acclaimed BoG Chair on Sept. 14 when former Chair Ian Stewart called for nominations to fill the position he was leaving. A chartered accountant with a bachelor of arts degree from the University of Manitoba, Enns has lived in Victoria for four years with his wife, Glenna, and three children.

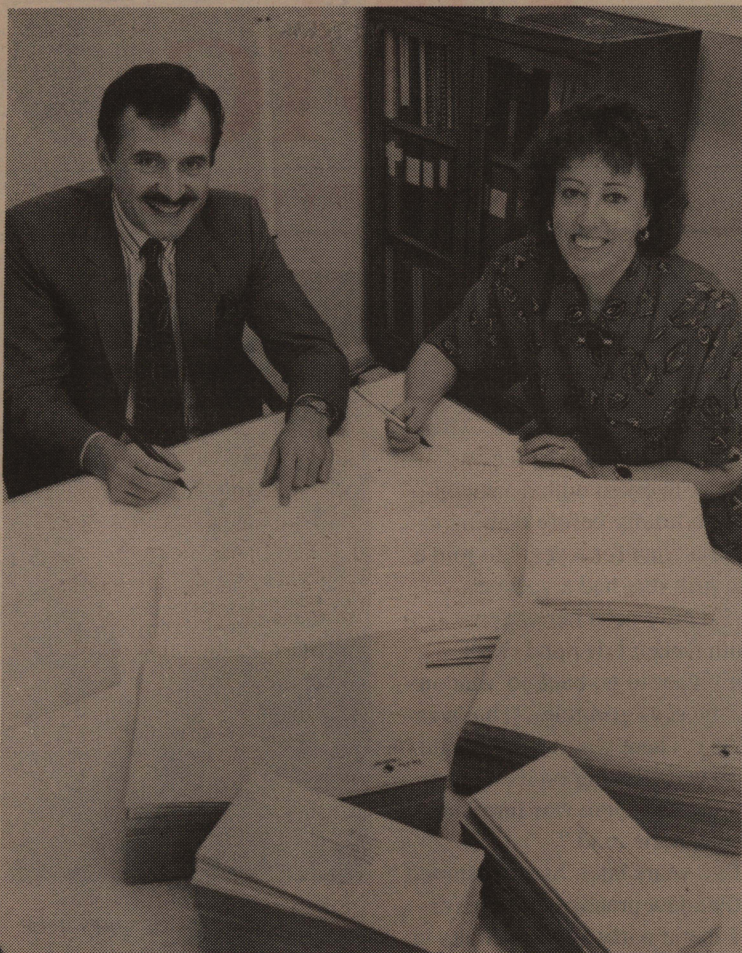


VIPIRG brings tropics to SUB

The Areca Palm above is one of almost 500 tropical plants that will fill the Student Union Building upper lounge on Sept. 22, 23, and 24. Almost 30 different varieties of indoor plants will be on sale at half the regular retail prices during the VIPIRG (Vancouver Island Public Interest Research Group) plant sale. VIPIRG has arranged the plant sale with Evergreen World, an environmental foundation based in Toronto, which grows the plants organically and delivers them to the sale site. Funds raised at the sale will be directed towards research, education and student skills training, say VIPIRG co-directors Prince Nallo and Renee Pahara. Volunteers to help with the sale are needed. To get involved, call 721-8629 or visit the VIPIRG office in the SUB.

Inside

Policies developed to guide the University community in situations where conflicts of interest can arise are published on pages 6 and 7 of this edition of *The Ring*.



Welch and Swanson

Challenge Campaign goes into campus mail

The third and final phase of the UVic Challenge Campus Campaign begins Sept. 21 with the distribution of 1,833 envelopes to faculty and staff not previously approached by Campaign volunteers. Each contains a letter signed by the Campaign co-chairs Dr. Anthony Welch, on administrative leave from the Faculty of Fine Arts, and Marnie Swanson, University Librarian.

"In phases one and two, our President, Vice-Presidents, Deans, Directors, Chairs, Managers and some senior faculty and staff were invited to help lead the Campus Campaign with their donations and pledges," says Swanson. "Their response was truly remarkable. Total pledges from faculty and staff are now in excess of \$240,000."

Other members of the campus community have also been exceptionally supportive of the Campaign. The students voted by referendum to increase their student activity fees over the next five years to raise \$2,245,000 for

expansion of the Student Union Building. The Alumni Association has pledged \$250,000 over five years from their travel program and other alumni enterprises. Their donation will be divided between The Centre for Global Studies and student residences. University Board members and volunteers have also pledged over \$260,000 to date.

"This overwhelming support by people in the University community has really had an impact on the rest of the Campaign," says Donna Thomas, National Campaign Chair. "Several corporations and individuals have indicated that such a strong showing by people close to the University has given The UVic Challenge greater credibility and has been a positive factor in their decision to give."

The Campaign total now stands at \$14.2 million towards a five-year goal of \$25 million.

"Now is the time to invite the rest of the employees to get on board," adds Swanson. "The letters to the 1,833 faculty and staff who make up the majority of University personnel will invite them to make payroll pledges or direct donations. Pledges can be spread over a five-year period and can be designated to a wide variety of choices within the Campaign."

Quote

*"But thought's the slave of life,
and life time's fool;
And time, that takes survey of
all the world,
Must have a stop."*

— William Shakespeare
(1564-1616)

Henry IV, Part I



United Way

Baguettes, honey and a suite for two...

An antique computer, authentic French cuisine and the opportunity to discover the undisputed truth about your physical fitness are all being offered as prizes in the campus United Way campaign.

Response to the Campaign organizers' request for prizes has been swift and varied. The Department of Sociology has offered all contributors to the Campaign the chance to win a vintage Wang electronic calculator (ca. 1968) that will surely become a collector's item. Student Financial Aid Services Manager Nels Granewall will bake a dozen French baguettes and deliver them to the lucky winner. The School of Physical Education will give away four complete physical fitness evaluations. John Levey in Accounting Services has offered an entire gallon of honey. These and other prizes will be presented in the form of transferrable gift certificates so winners can present their prizes as gifts to others if they choose.

The grand prize is now a Super Saturday Night at Dunsmuir Lodge which includes dinner with champagne, a suite and breakfast for two.

Campaign organizers expect to hold three prize draws for 10 prizes each in October and have the grand prize event in November. All contributors will be eligible for prizes in every drawing.

The United Way committee is happy to accept additional prizes. Call Donald Hamilton, 721-7899, for additional information.

"We are counting on campus support to create the spring in the steps of our volunteers as we go out into the Greater Victoria community early next year," says Thomas. "Until now, we

Gazette

The Board of Governors reports the following proceedings from the regular meeting of the Board of Governors held on September 14, 1992, effective as shown.

NEW APPOINTMENTS - FACULTY

William E. Hintz, B.Sc. (Carleton), M.Sc. (Toronto), Ph.D. (Toronto), appointed Assistant Professor, Department of Biology, January 1, 1993 to June 30, 1995.

James Provan, B.Sc. (Strathclyde U), M.Sc., Ph.D. (U of Colo), appointed Professor, Department of Mechanical Engineering, January 19, 1993 and Dean, Faculty of Engineering, January 1, 1993 to June 30, 1997.

NEW APPOINTMENTS - ADMINISTRATIVE AND ACADEMIC PROFESSIONAL STAFF

Karen Drysdale, B.A. (U of Col.), M.Sc. (UBC), appointed Senior Lab Instructor in the School of Earth and Ocean Sciences, August 31, 1992.

Vanessa Greebe, B.A. (SFU), appointed part-time Communications Coordinator, Department of Cooperative Education, September 28, 1992.

Holly J. Murray, B.Sc. (UVic), appointed part-time Senior Academic Assistant, Department of Physical Education, Faculty of Education, September 1, 1992.

Sylvia D. Scow, B.A. (UVic), appointed Program Administrator, School of Public Administration, July 30, 1992.

Brian Springinotic, B.A. (UVic), B.Ed. (UBC), appointed half-time Geography Coop Program Assistant, Department of Cooperative Education, September 1, 1992.

John Verreault, B.A. (Victoria), appointed Programmer/Consultant, School of Business, August 4, 1992.

Peter A. Walsh, B.Sc. (Univ. College Cork), M.Sc. (Univ. College Cork), appointed Senior Instructor, Department of Computer Science, September 1, 1992 to August 31, 1994.

Marion Ward, B.Ed. (UVic), appointed Advising Assistant, Education Advising Centre, Faculty of Education, August 17, 1992.

Jennifer Young, B.A. (Memorial), M.A. (UVic), appointed Administrative Assistant, Department of Cooperative Education, August 16, 1992.

REAPPOINTMENTS - ADMINISTRATIVE AND ACADEMIC PROFESSIONAL STAFF

Brian A. Roth, B.Sc., B.Ed. (U of Lethbridge), reappointed Programmer Analyst in Computing User Services, September 1, 1992

Mark Standing, B.Sc. (UVic), reappointed Programmer/Consultant, Computing User Services, September 1, 1992.

SPECIAL APPOINTMENTS

Christopher R. Barnes, Professor, School of Earth and Ocean Sciences, appointed Director of the School of Earth and Ocean Sciences, September 1, 1992 to June 30, 1997.

D. Michael Miller, Professor, Department of Computer Science, appointed Acting Dean, Faculty of Engineering, July 27, 1992 to December 31, 1992.

Dale Olesky, Professor, Department of Computer Science, appointed Acting Chair, Department of Computer Science, Faculty of Engineering, September 1, 1992 to December 31, 1992.

W.T. Wooley, Professor, Department of History, appointed Acting Chair, Department of History, January 1, 1993 to June 30, 1993.

RESIGNATIONS AND RETIREMENTS

Marion H. Chancellor (nee Voelkel), Distance Education Specialist, Division of University Extension, August 7, 1992.

M. Dawn Large, Senior Academic Assistant, Department of Physical Education, July 8, 1992.

Robert McQueen, Vice-President, Finance, December 31, 1992.

Charles E. Murley, Assistant Professor, Department of Mathematics and Statistics, June 30, 1993.

have been in the leadership phase with our focus being on a select number of individuals and corporations. In the community phase we will direct our ap-

proaches to a much broader cross section of businesses and individuals in the community. Success with our own people will help in that process."

Ringers

Dr. Nancy Turner (Environmental Studies) has been appointed by the Ministry of Advanced Education, Training and Technology to a 12-member committee to make recommendations for a model degree-granting post-secondary system in the Fraser Valley. The committee, which replaces the Fraser Valley University Advisory Committee and the Fraser Valley Industrial Training Institute Advisory Committee, both established in 1991, will address current and future demographics and social and economic needs of the Fraser Valley region.

Dr. Sam Macey (English Emeritus) who was President of the International Society for the Study of Time for 1989-92 gave the presidential address on "Time and Life: An Evolving Relationship" at the Society's eighth triennial conference. For its conference on "Time and life," the Society—which has members in 31 countries and over 20 disciplines—took over the chateau at Cerisy-la-Salle in Normandy for July 3-9, 1992. Dr. Macey is currently producing the first *Encyclopedia of Time* for Garland.

Dr. Betty Hanley (Arts in Education) has been selected to be part of the Canadian Delegation to the UNESCO 43rd International Conference on Education now being held in Geneva from Sept. 14 through 19. Normally, Canadian delegates to this annual conference consist only of provincial ministers of Education. Because of Dr. Hanley's special expertise in the area of arts education she was selected by the federal government as a special delegate to represent Canada on the conference working group dealing with "The Role of Education in the Cultural and Artistic Development of the Individual." This appears to be the first time that the arts and culture have been significantly discussed at an international meeting of this magnitude. Hanley also recently attended an international conference on the arts sponsored by the University of Cincinnati and the National Education Association with the theme "Examining Government's Role in the Arts in Canada and the United States." Her substantive paper dealing with arts literacy in Canada and reactions to that paper from delegates to the conference are soon to be published in an 11-chapter volume by the University Press of America (UPA).

UVic law alumni and former faculty played a prominent role in the development of the constitutional package on which Canadians will be asked to vote next month. As provincial minister responsible for constitutional affairs, the Hon. **Moe Sihota** ('82) was frequently on the nightly news. Minister for Aboriginal Affairs **Andrew Petter** ('81) also played an important role in formulating B.C.'s position at the negotiating table. Advising the B.C. delegation was **Claudia Herbert** ('80) who was also a former UVic legal research and writing instructor, **Vic Farley** ('80), **Patrick O'Rourke** ('88) and **Mark Krasnick**, a former student and teacher at the law school. **Norm Evans** ('88) is President of the Pacific Metis Federation and has been active in constitutional talks, and **Sharon Venne** ('79) is a legal advisor to the Assembly of First Nations. Professor **Murray Rankin**, currently on leave from the law faculty, represented the Yukon government in the negotiations. Two former faculty members were also involved—**Jim MacPherson** advised the Saskatchewan government and **Peter Hogg** advised the Assembly of First Nations.

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Poets celebrate anniversary

The *Malahat Review* celebrates its 25th Anniversary with readings by P.K. Page, Constance Rooke, and Patricia Young on Sept. 26 at 2 p.m. in the George and Ida Halphern Centre for Graduate Students multi-purpose room. A reception will follow. Admission is free. Everyone welcome.

Bookstore stays open to 5:30

The UVic Bookstore is open from 8 a.m. to 5:30 p.m. Monday through Friday and from 11 a.m. to 5 p.m. Saturday this academic year. "We do not intend to go back to the 6 p.m. closing tried out last winter as the response to the last half hour was very slow," reports manager Trudy Martin.

Nominees sought for CAPI chair in economic relations

The Centre for Asia-Pacific Initiatives (CAPI) invites nominations and applications for its Chair in Economic Relations with Japan, which has been established with financial assistance from the Secretary of State of Canada. The appointment will be made jointly by CAPI and an appropriate school or Department at UVic. Candidates should have an established scholarly reputation in the field and a network of personal and institutional contacts in Japan and the community of Japanese studies. With reduced teaching responsibilities, the Chairholder will be expected to play a central role in developing the Centre's programs and projects and to provide leadership in her or his field of specialization.

CAPI's mandate is to promote and conduct research and related programs and projects focused on public policy issues in the Asia Pacific region. The vacant Chair complements CAPI's two other Chairs in Economic Relations with China (Dr. Ralph Huenemann) and in Asia-Pacific Law, (Dr. Douglas Johnston).

Please send all applications and nominations to Professor William Neilson, Director, Centre for Asia-Pacific Initiatives, Rm. 131, Begbie Building, University of Victoria, P.O. Box 1700, Victoria, BC Canada V8W 2Y2, FAX: (604) 721-3107. Consideration of candidates will begin in early autumn and the search will continue until the position is filled.

UVic offers equal employment opportunities to all qualified applicants, regardless of race, religion or gender. Women are particularly encouraged to apply. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents.

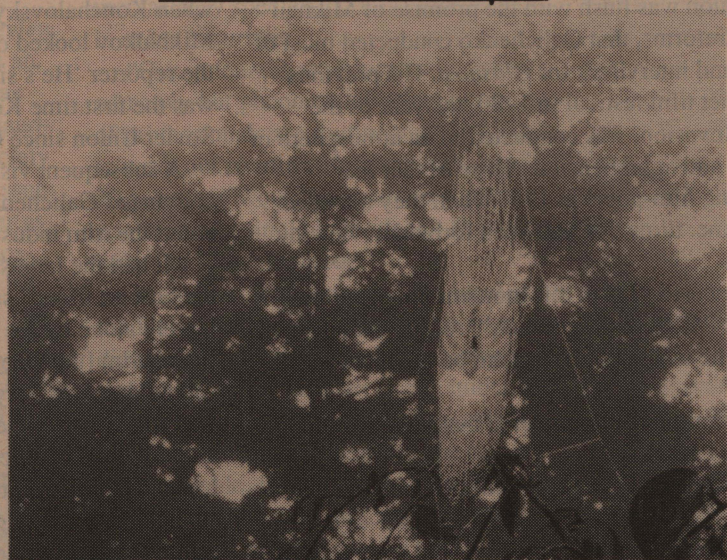
Yugoslavia's disintegration will be lecture topic

The chaotic and violent disintegration of the former Yugoslavia will be the topic of a lecture co-sponsored by the newly-formed Croatica Research Group. Dr. Leonard Cohen, professor of political science at Simon Fraser University, will speak on "Disintegration of the Yugoslav State: Causes and Consequences" at a public lecture Sept. 19, at 7:00 p.m. in Room A-240 in the Human and Social Development Building.

The lecture is sponsored by the Croatica Research Group, the

Pacific and Maritime Strategic Studies Group and the Department of Slavonic Studies. The Croatica Research Group has been formed to promote research on and about Croats in British Columbia and to arrange conferences and seminars on a variety of subjects pertaining to Croatia and Croatians. It also hopes to promote research and academic exchanges between UVic and educational and scientific institutions in Croatia. For further information contact Dr. Zelimir Juricic at 721-7505

Scene on campus



Donna Danylichuk photo

Local Olympic athletes honoured at UVic

The glories of the 1992 Olympic games in Albertville, France and Barcelona, Spain were recalled at the University Centre Auditorium Sept. 16 when UVic and the municipalities of Greater Victoria co-hosted a recognition ceremony and reception for local Olympic athletes.

Many of those who received medals of achievement from the municipalities and certificates of recognition from UVic are University alumni or students. All of the athletes were praised for their dedication, determination and enthusiasm by UVic President David Strong and Saanich Mayor Murray Coell, who represented the event's co-hosts.

Strong also announced the creation of the 25th Olympiad scholarship, a \$2,000 award to be given annually to a student entering UVic for the first time who has demonstrated a record of high academic standing and outstanding athletic achievements.

Following the ceremony, those who attended the event joined the athletes in the University Centre foyer for a reception and a chance to get a close look at Olympic gold.

The Olympic athletes from Greater Victoria honored at UVic were: Harold Backer, Rowing; Darren Barber, Rowing; Gold Medalist; Kirsten Barnes, Rowing, Double Gold Medalist; Debbie Bowker, Athletics; Cedric Burgers, Rowing; Katie Burke, Rowing Coach; Angela Chalmers, Athletics, Bronze Medalist;

Nigel Cochrane, Yachting; Shannon Crawfore, Rowing, Gold Medalist; Rick Crawley, Rowing Coach; Andy Crosby, Rowing, Gold Medalist; Elaine Dagg-Jackson, Curling Coach; Megan Delehanty, Rowing, Gold Medalist; Jennifer Dewey, Rowing; Don Dickson, Rowing; Nikki Dryden, Swimming; Jeff Eckard, Yachting; Michael Forgeron, Rowing, Gold Medalist; Todd Hallett, Rowing; Kathleen Heddle, Rowing, Double Gold Medalist; Henry Hering, Rowing; Julie Jespersen, Rowing; Eric Jespersen, Yachting, Bronze Medalist; Dave King, Hockey Coach; Laurelee Kopeck, Field Hockey; Silken Laumann, Rowing, Bronze Medalist; Rochelle Low, Field Hockey; Ross MacDonald, Yachting, Bronze Medalist; Kent Manderville, Hockey; Robert Marland, Rowing, Gold Medalist; Marnie McBean, Rowing, Double Gold Medalist; Sarah McLean, Yachting; Robin Meagher, Athletics; Jessica Monroe, Rowing, Double Gold Medalist; Al Morrow, Rowing Coach; Terry Paul, Rowing, Gold Medalist; Derek Porter, Rowing, Gold Medalist, Michael Rascher, Rowing, Gold Medalist; Bruce Robertson, Rowing, Gold Medalist; Brian Sanderson, Rowing; Ian Soellner, Modern Pentathlon; Melissa Soligo, Curling; Mike Spracklan, Rowing Coach, Duncan Stamper, Yachting; Penny Stamper, Yachting; Greg Stevenson, Rowing; Jodie Sutton, Curling; Julie Sutton, Curling; Brenda Taylor, Rowing

Professor suspended

By KEN FARIS

UVic has suspended one of its professors in the Department of Psychological Foundations in Education who has misrepresented his academic credentials for the past 20 years.

Rey Carr, listed in the University's calendar since 1972 as "Rey A. Carr, B.A., M.A., Ph.D." has been suspended with pay until an arbitration committee makes a decision whether or not he should be dismissed. Carr's PhD title was dropped from the University's 1992-93 calendar when it was discovered he never did complete his doctoral degree at the University of California at Berkeley.

Carr could not be reached for comment this week.

Vice-President Academic, Dr. Sam Scully, said the decision to suspend Carr followed a meeting Sept. 4 convened by Dr. David Strong and attended by UVic's Dean of Education, a faculty member outside of Carr's department, and Carr and his lawyer. Scully said he was not able to discuss the full ramifications of the decision until after the arbitration committee, a three-person standing committee consisting of faculty members from UBC and Simon Fraser, hears Carr's case. No date has been set for that hearing.

"This is a subjudicial matter at this point, and I feel it's not appropriate to comment on anything but fact until the

process is completed in the next few months," said Scully. "The salient points are that he [Carr] allowed the University to attribute to him a degree which he did not hold, and he's conceded that he does not hold the degree."

Scully said he thinks that the University's procedures for checking the academic credentials of new faculty members are adequate to prevent a similar occurrence from happening again. "I am about as confident as I could be about anything," he said.

Scully added that normally what is required of each faculty is a formal letter of confirmation by an official from the university in which new faculty members completed their graduate studies.

Dr. Don Knowles, Chair of the Department of Psychological Foundations in Education, said that in the case of the Faculty of Education, credential checks are the responsibility of the Dean's office and not of each department within the Faculty. He added that one element that makes Carr's situation unique is that he was hired out of the U.S.

"Almost all of the people who come into our department have come from Canadian universities; Rey came out of the States," said Knowles. "The linkages and network here are such that we would hear if someone hadn't finished their doctoral degree."

Female faculty members double since 1988-89

Women now make up 24 per cent of faculty

Recruitment of faculty members at the University of Victoria during 1991-92 saw substantial increases in equity appointments, reports Dr. Sam Scully, UVic Vice-President Academic and Provost.

Half of the 68 new regular positions went to women, which brings the faculty ratio at UVic to 159 female professors and 498 male. The number of female faculty members at the University has been doubled since 1988-89, when there were 78 females compared to 420 males.

Females now make up 24 per cent of the UVic faculty compared to 16 per cent in 1988.

"In my opinion, this past year was another excellent one in this [equity] regard for UVic; the growth in numbers was again accompanied by a growth in quality in many areas," says Scully.

The figures on faculty recruitment during 1991-92 were presented to the University Board of Governors at its regular meeting on Sept. 14.

The report shows that the highest number of female

faculty appointments were made in the humanities, which saw 13 female appointments and seven male. The lowest female to male ratio was in engineering which saw no female appointments and four male.

The new School of Business made 10 appointments as planned, nine of them male, noted the report. Business is in the area of Social Sciences which saw four female appointments and 11 male overall.

The report noted that academic leadership was reflected in senior professorial appointments to the positions of Dean of Education, the founding directors of the Centre for Studies in Religion and Society and the Centre on Aging and two NSERC chairs in Engineering.

All of the 11 appointments to the new regular position of senior instructor were in the humanities—one shared with the Faculty of Education—and concerned with the teaching of English language and literature and of modern languages. The appointments were taken by teachers with substantial UVic experience, said the report.

Double Gold Medalist; Don Telfer, Rowing, Lesley Thompson, Rowing, Gold Medalist; John Wallace, Rowing, Gold Medalist; Doug White,

Rowing; Debbie Whitten, Field Hockey; Carrie Willms, Curling; Kay Worthington, Rowing, Double Gold Medalist.

Artistic freedom in Soviet cinema challenged by loss of central government funding

"There is a bit of existential angst going on about the future of art films."—Galichenko



Galichenko

BY PATTY PITTS

The opening up of the former Soviet Union in the spirit of glasnost and its subsequent fragmentation in the spirit of regional independence has provided an overwhelming amount of material for the republics' filmmakers. Yet, just as their new-found freedom gives them artistic scope

unheard of under previous Soviet regimes, lack of central government funding threatens to keep many film projects from advancing beyond the storyboard.

"Filmmakers were extremely well-funded so their work could win prizes at film festivals for propaganda purposes," explains Dr. Nicholas Galichenko, (Slavonic Studies) who's latest book *Glasnost, Soviet Cinema Responds* (University of Texas Press 1991) chronicles the attempted resurgence in Soviet film. "The films were often not screened at home. Now with a more privatized system, filmmakers have to raise their own financing so they are making a more commercial type of film. There is a bit of existential angst going on about the future of art films."

It was during the 1987 Moscow Film Festival, when the Soviet Union was flush with the promise of Mikhail Gorbachev's reforms, that Galichenko conducted most of his research and interviews for *Glasnost*. His previous visit to a Soviet film festival in 1980, the year of the Afghanistan invasion, was conducted in an atmosphere of tight security and apprehension. Some of that fear lingered among film-goers in 1987 when they attended, for the first time, films that had been forbidden viewing until that year.

"Gorbachev said, 'From this moment on, everything is open from the 1920s to the present,'" recalls Galichenko. "He said that he wanted film to again be the most important art form."

Cautious film-goers remembered hearing a similar message from Lenin.

"He said, 'Cinema for us is the most important art' and people from all fields went into that area," says Galichenko. "It was the most lucrative and state-funded. That's why they had the early, silent filmmakers."

It was those early, Soviet films that first attracted Galichenko's attention. Born in Shanghai, to parents who fled the Russian Revolution, he moved to Vancouver when he was 10. After graduating with a BA and MA in Slavonic Studies from UBC, he spent three years screening educational films for school boards in New York and Ontario before completing his PhD at McGill.

Galichenko came to UVic in 1971 as a founding faculty

member of the University's new Department of Slavonic Studies. Six years later he started its film studies course.

The films his students studied had often been banned in their country of origin. Filmmakers who repeatedly crossed the party censors were not forbidden outright from making films but, instead, were given the worst film stock to work with and were required to work in state-controlled museums and other institutions rather than behind their film cameras. The 1987 film festival not only marked the unveiling or restoration of several films, it was a homecoming for filmmakers.

"Andrei Konchalovsky, who last year made *The Inner Circle* had left the Soviet Union to make films in the United States," recalls Galichenko. "At the festival, a reporter asked his brother, director Nikita Mikhalkov, when Konchalovsky would return to the Soviet Union. Mikhalkov looked out over the press conference and told the reporter 'He's sitting in the seat right behind you.' It was the first time Konchalovsky had returned to the Soviet Union since he left."

A subsequent visit to the Republic of Georgia in 1990 convinced Galichenko to write another book, this time about the film industry indigenous to that region.

"It had the largest studio in the USSR and produced the best art films," says Galichenko. "They were left largely alone by the authorities because the director of Gruziafilm [the Georgian film production house], Rezo Chkheidze, was very protective of his filmmakers and was a member of the Supreme Soviet, so he exerted tremendous influence on the Party. Moreover, Georgia has had a long tradition of visual art."

Galichenko was granted easy access to film, photo and print resources while in Georgia, and Diana Grishan, the founder of its film museum, came to Victoria at the end of last year to help Galichenko go over his research material.

Yet, the constantly shifting Soviet fortunes has forced him to rethink the title of his next book.

"I had planned to call it *Perestroika and the Poets of the Screen*," says Galichenko of the volume he worked on over the summer, "but now that perestroika is failing, I've changed it to *Cinematic Heart: The History of Georgian Film*."

Working class women will challenge patriarchal institutions in Bangladesh, predicts anthropologist

BY CATHERINE CLARK

Habiba Zaman, the newest faculty member in the Women's Studies Program, hopes to provide the program with a fresh "cross-cultural perspective" of issues of race and racism, especially as they apply to women in the developing world. Zaman recently completed her doctorate in Anthropology with an emphasis on Women's Studies at the University of Manitoba. A native of Bangladesh, Zaman completed her BA and MA in political science at the University of Dhaka before going on to teach at the University of Rajshahi, also in Bangladesh. The crux of her continuing research is the self-perpetuating nature of patriarchy, but Zaman is also interested in international development and is studying the pros and cons of third world development agencies. "Many people think that I only discovered Women's Studies after coming to Canada, as if it only existed here [in the developed world]," says Zaman. But it was in Bangladesh that Zaman first became interested in women's issues. Her doctoral thesis is a study of rural women in Bangladesh—how their jobs are divided throughout the day, and how much agricultural work they do during the different seasons.

For over a year, Zaman stayed in a village in the northern region of Rajshahi where she studied the role of women in food production—not just in home-based processing of food after it's harvested, but also the cultivation of fields and growing subsistence crops.

She looked at "the concept of work" in

ideological and methodological terms, and also at the class differences among women. There are different classes of peasants and agricultural workers in Bangladesh, Zaman explains, so the division of their working time varies. The more affluent peasant women tend to work more in the home processing the harvest, while the poorer peasant women are more often at work in the fields.

A major factor to be taken into account when studying the lives of women in Bangladesh is that 85 per cent of the country is Muslim. This dictates to a large extent the roles of women in Bangladeshi society, so Zaman also studied the impact of cultural values upon the women's agricultural work. One cultural influence which Zaman observed was the Islamic tradition of dividing the social life of the community between the public and the private spheres. The former is the domain of men, while the latter is the province of women. It is thus easier, she explains, for men to build up useful networks of friends since they are out in the community. Women, who are generally confined to the home, are excluded from this privilege, but, Zaman says, with one notable difference. The poorer peasant women working in the fields form their own community and find support and solidarity with one another. In a sense, they have more freedom since they are less secluded. Thus, she explains, a restrictive tradition can be turned to women's advantage because of class differences.

"Working class women are becoming a



Zaman

powerful force which will challenge patriarchal institutions in the future," says Zaman.

Patriarchal institutions at times posed obstacles to her research, she says, since local cultural values conflicted sharply with Zaman's travelling arrangements; she was usually without her husband and accompanied by male and female research assistants.

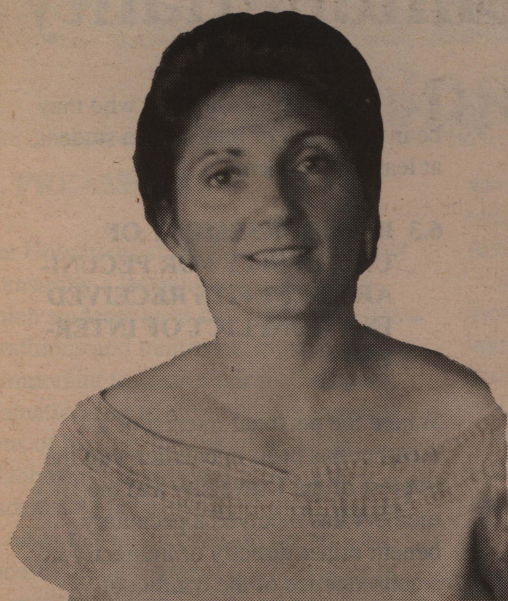
"The village leaders are always men. They thought I was a 'loose' woman because I travelled without my husband," says Zaman. At times, village leaders would not speak to her, or would only speak to her husband if he happened to be with her.

"They [the village leaders] assumed it was his research. They would address him when speaking. They thought I was

his assistant," she recounts. It was important for Zaman to establish a good rapport with the village leaders since they wielded considerable power within the village.

"A village in Bangladesh is a territorial and social boundary," she explains. At times, village leaders would challenge her research issues on women, but, she adds, her class status as a faculty member at the University of Rajshahi helped her in this respect. The network of academic women on campus at the University of Rajshahi helped her with her travelling and field work by helping care for her baby daughter and introducing her to people with whom she could stay in the region of her fieldwork.

Zaman believes her research shows that the social and political problems faced by women are worldwide.



By DONNA DANYLCHUK

For her editorship of the *Canadian Review of Art Education* and her advocacy as an art educator, Dr. Laurie Rae Baxter has been saluted as one of Canada's outstanding art educators by the Canadian Society for Education through Art. The July issue of the CSEA newsletter salutes Baxter as "one of Canada's outstanding art educators" and runs an editorial written by her which advocates a strong role for the 780-member association in the future.

Published by the CSEA since 1947, the *Canadian Review of Art Education* is a refereed journal dedicated to giving Canadian visual art educators a forum and opportunity to share information and ideas with their international colleagues. Its contents include book reviews, abstracts of Canadian theses and dissertations, and manuscripts that report on research or deal with issues of theoretical or practical interest to art educators.

The *Review* was printed, among other places, at the University of Toronto Press up until two years ago when Baxter was appointed editor. Baxter is delighted with the results of bringing it to UVic. "The women at the print shop have done a wonderful job with the actual look of the review," says Baxter. "I've changed the format of it quite a bit, and opened it up to experts in the field. And, I scour the country for every manuscript." As well,

National society applauds art educator

Baxter writes the lead editorial in each edition and has found herself quoted by large presses throughout the world, including The Falmer Press of Britain.

During her two years as editor of the *Canadian Review of Art Education*—she was re-appointed last year—Baxter has edited five volumes including a special issue titled *20/20: Art Education in the Year 2020*. In her lead editorial titled *2020: Looking Backward*, Baxter speculates that the role of art educators will become greatly enhanced as society as a whole becomes

Baxter

increasingly specialized and professional in order to survive.

"Our graduates are educated incredibly narrowly but phenomenally deeply...teams of professionals are routinely assembled to work out solutions for problems which 30 years ago would have occupied the attention of a single individual," Baxter writes in futuristic mode.

The editorial continues: "The ideal of the Universal Human is no longer even a dim memory in our schools and universities. Our task is to impart to our students even a soupçon of the cultural experience of mankind. In this endeavour the arts are indispensable. In a world in which the goal of almost every student's academic experience is professional or vocational, the arts have been found to be a common meeting ground, an area of human intellectual activity in which a student can still encounter genius directly. In other disciplines it is no time at all before its great minds become filtered through textbooks."

During a late summer interview in her office in the Department of Communications and Social Foundations in the MacLaurin Building, Baxter talked animatedly about art education and the role of art educators.

"I believe the prevailing reason we have such an impoverished culture is that

we've completely neglected art education...It's against all odds that somebody will come out of our school system as an artist, or truly interested in the arts," says Baxter, whose personal artistic work is in the fields of photography, film, sculpture and ceramics.

The role of the art educator is "a real hybrid," she believes. "Most people who come into the discipline find joy in the creative arts and usually enjoy teaching—they find it stimulating. The challenge for them is finding where the balance lies between these equal passions."

"Teaching art has something to do with having a real social conscience. The people who actually go into teaching are usually very good artists themselves who want the world to be a more artistic place."

Baxter, who grew up in Vancouver, received a BFA from Prince Edward Island's Holland College, a satellite of the Nova Scotia College of Art and Design. At age 20 she started teaching, first at high school in PEI and then at Fairhaven College, a sister college of Evergreen College, in Bellingham, Washington. She received her MA from Western Washington University while teaching at Fairhaven, then studied for her MEd at the University of Arizona. After receiving her PhD from Ohio State University Baxter came to UVic and, in her first year here, taught as a sessional.

"It's against all odds that somebody will come out of our school system as an artist, or truly interested in the arts."

Baxter's lively conversation reveals her deep interest in the developing careers of young artists she has met in her teaching career. Not only artists and future art teachers attract her attention. Her favourite classes include those with students planning to become regular curriculum teachers: "I hope to influence them," she

says, adding that she hopes also to help dispel the notion—too frequently spread in the classroom—that art is something that "starts at 2 p.m. on Friday" and is "taught with a recipe."

Among other notions about art Baxter would like to dispel is the idea that artists live undisciplined lives, producing art only when struck by inspiration. "I once did a survey of what kids think artists do. It was just a riot," she grins. "What they think is very romanticized. They think that artists live very romanticized, quite derelict, quite wild lives."

To encourage young artists Baxter has chaired the BCYA British Columbia Young Artist exhibition for the past four years. Open to children from 4 to 18 years from anywhere in B.C., the exhibition is a juried show which tours the province for two years after the formal opening is held at Emily Carr.

The jury process takes four full days and is comprised of two teams of judges including artists from across Canada, teachers and museum people—the juries are representative of the whole province as are the works of art, explains Baxter. From up to 5,000 submitted works of art, the juries select about 80 for the show and the tour. "We recognize young artists, and recognize that artists work very, very hard," Baxter comments.

Her other advocacy activities include working this summer with the provincial Ministry to develop an assessment package for the arts in school. Although the notion of assessing art in a standardized way poses some problems, says Baxter, she takes the attitude that having a representative on the assessment team is "a great opportunity for the arts to take hold in the curriculum and obtain a place."

As well, she is co-ordinating a major CSEA symposium to be held at UVic's Dunsmuir Lodge in October and planning more special issues of the *Canadian Review of Art Education* to be devoted to topics concerning the arts and the environment.

Travel study becoming popular way to see exotic places

By Ken Faris

Three years ago, UVic's Division of University Extension embarked on a new form of educational adventure, offering leisure travellers something different—guided tours led by academics. Extension's travel study programs are attracting a growing number of travellers who crave the comforts of the guided tour, yet are not content to see far-off places merely through the windows of air-conditioned luxury buses.

Travel study is as it sounds: travel combined with study. The trips are offered jointly by the Division of University Extension and several other UVic departments. Groups of no more than 25 participants spend about three weeks on well-organized tours which are augmented by study sessions both before the tours leave, and while they are underway. The tours are often led by UVic faculty members, or resource people recommended by UVic departments, who share their expertise with the tour groups before their departure and during the trips.

Tony Karch, of Karch Educational Tours Ltd., which has been involved in UVic's travel study programs since Karch co-ordinated UVic's first travel study tour to China in 1989, says the tours are initially designed by a University academic in consultation with him. Bids are then sent out to three or four travel wholesalers. The wholesaler who offers the best package overall, and has the best knowledge of current events in the country of destination, is contracted to co-ordinate the logistics and book all the arrangements for each tour.

The Division of University Extension is planning travel study excursions to three areas in 1993: a natural history tour of the Galapagos Islands, the Ecuador Highlands, and the Headwaters of the Amazon, in conjunction with the Department of Biology; a tour of

Spain, Portugal and Morocco, in conjunction with the Department of Hispanic and Italian Studies; and an archaeological journey to Greece and the Aegean Islands, in conjunction with the Department of Classics. All three tours will last up to 25 days at a total cost of approximately \$6,000 per person, yet the fee covers much more than just the travel costs alone, explains program director Peggy Faulds.

"Each travel study includes an orientation course taught by the academic resource person to prepare the participants for the trips they will be going on," says Faulds. "Because the program is educational the tuition portion of the fee is tax deductible."

Karch, a retired associate professor from the University of Calgary's Faculty of Continuing Education, admits that the cost of the tours may seem high.

"I only wish that the cost could be less," says Karch, "but in early experiments, when people filled out their evaluation forms for the programs, the biggest message was 'upgrade your hotels.' Now we make a point of booking rooms that are comfortable without being extravagant. Actually, when you compare the cost of our tours with other commercial tours, we offer very competitive prices."

Faulds says that the travel study excursions are attracting repeat customers and the best form of advertising has been word of mouth. "The trips are not limited to couples and many single people go," she says. "It's a great opportunity to meet people."

While travel tours are not designed specifically to be a seniors program, the majority of travellers are seniors, though ages range from people in their 20s to their late 70s. "People need to be in reasonably good shape," says Faulds. "Sometimes the trips involve climbing lots of

stairs or ladders, or climbing in and out of boats, but most people can handle these things fairly well."

It's not a requirement for participants to have a university degree, either—"just a healthy curiosity," says Faulds.

"That's the thing that separates travel study from other commercial tours, which tend to attract such a wide range of people," says Karch. "Here, we tend to attract keen, interested people looking for good travel value." He adds that while the emphasis is on travelling and studying, UVic's travel study programs include another important ingredient—fun.

"People who travel a lot know that you can spend so much of your time just surviving," says Karch. "To have your travel arrangements and many other aspects of your survival taken care of frees up so much of your time to absorb your experiences while you're travelling and learning about the country that you're travelling in."

Dr. Peter Smith, a UVic Classics professor who will be leading next year's tour to Greece for the second time, says that as far as he's concerned, travel study is a great success.

"It attracts serious people who are intensely interested in the subject matter, which makes it a rewarding experience from the teacher's point of view." He adds that the participants who went on his tour last year included people from divergent backgrounds, including an osteopath and a retired Alberta judge.

"People who are attracted to the tours seem to like them because they can take the course in advance. The people who sign up for these trips are not like cruise ship patrons, who go without knowing much about where they're going," concludes Smith.

Policy on Conflict of Interest and Confidentiality

RATIONALE

Relationships between members of the University community and organizations outside the University have become increasingly numerous and complex. This has led to an increase in the range of circumstances where a conflict may arise between the interest of the University and the interest of either a member of the University community or a non-University organization with which a member has an association. Therefore, it is desirable to have a University **Policy on Conflict of Interest and Confidentiality**.

This **Policy** does not replace existing University policies pertaining to *Conflict of Interest in Employment Practices* (Approved by the Board of Governors 74.104.16 as amended 76.01.19 and 79.05.22) and the *Policy on Acquisition of Personal Material from University Employees*.

POLICY

1. CONFLICT OF INTEREST

1.1 MEMBERS SHALL NOT ACT IN A MANNER THAT CONSTITUTES A CONFLICT OF INTEREST WITH THE UNIVERSITY

Members of the University (as defined in paragraph 7.1) shall not conduct themselves in a manner that constitutes a conflict between the interest of the University and

- 1.1.1 the interest of the member,
- 1.1.2 the interest of a person to whom the member is related ("related person" is defined in paragraph 7.2), or
- 1.1.3 the interest of an organization of which the member is an officer, director or member.

1.2 DEFINITION OF CONFLICT OF INTEREST

1.2.1 PECUNIARY BENEFIT

Subject to paragraph 1.3, a member has a conflict of interest with the University when the conduct of that member may have the effect of directly or indirectly conferring a pecuniary benefit on

- a. that member
- b. a person to whom that member is related, or
- c. an organization of which that member is an officer, director or member.

1.2.2 USE OF CONFIDENTIAL INFORMATION

Subject to paragraph 1.3, a member has a conflict of interest with the University when that member uses confidential information (as defined in paragraph 7.4) which has been acquired from a source within the University to further the private interest of

- a. that member,
- b. a person to whom that member is related, or
- c. an organization of which that

member is an officer, director or member.

1.3 CIRCUMSTANCES THAT DO NOT CONSTITUTE A CONFLICT OF INTEREST

A conflict of interest does not exist when

- 1.3.1 members participate in negotiations with respect to salary or other terms of employment on behalf of themselves or a group of employees,

- 1.3.2 a member represents another member

- a. in proceedings under any University policy or procedure,
- b. in proceedings contemplated by the Tenure Document or any agreement or other document to which the University is a party, or
- c. in proceedings under the University Act,

- 1.3.3 the interest of the member and any benefit to the member is only as part of the advancement of the interest of the member's administrative or academic unit, or the University,

- 1.3.4 the interest of a member is so remote or insignificant that it cannot reasonably be regarded as likely to influence the member,

- 1.3.5 the benefit relates solely to the scholarly reputation of the member.

2. DISCLOSURE OF CIRCUMSTANCES THAT MAY CONSTITUTE A CONFLICT OF INTEREST & ABSTENTION OF PARTICIPATION

Where circumstances exist that may place a member in a conflict of interest, the member shall immediately upon becoming aware of those circumstances

- 2.1 disclose the circumstances that may place that member in a conflict of interest
 - 2.1.1 where the conflict arises in the course of the business of a University committee, to the chair of the committee; and
 - 2.1.2 in any other case, to the University administrator who is responsible for the matter to which the conflict of interest pertains; and

- 2.2 abstain from further participation in any meetings or business of the University with respect to the matter to which the conflict of interest pertains.

3. CONFIDENTIAL OR PROPRIETARY INFORMATION IS NOT TO BE USED FOR PERSONAL BENEFIT OR PROVIDED TO OTHERS

Where a member has acquired knowledge of confidential information (as defined in paragraph 7.4) or proprietary information (as defined in paragraph 7.3)

- 3.1 in the course of his or her

employment with the University,

- 3.2 as a member of a University committee, or

- 3.3 as a student in a coop or external placement

and the information is not generally available to the members of the University community or the public, the member shall neither

- 3.4 use the information for his or her personal benefit, nor

- 3.5 make the information available to persons who are not intended to have access to the information until the information is made generally available to members of the University community or the public.

4. ADOPTION OF SUPPLEMENTARY RULES

A Faculty, Department or other unit of the University may adopt, subject to the approval of the President, supplementary rules, which are not inconsistent with this Policy, for the purpose of implementing this Policy within the unit. The President may delegate the function of approving supplementary rules to another person.

5. GUIDANCE ON IDENTIFYING AND DEALING WITH CONFLICTS OF INTEREST

If a member is uncertain about whether circumstances constitute a conflict of interest or about the manner in which a conflict of interest should be disclosed, the member is urged to seek guidance. Guidance may be obtained from the University administrator who is responsible for the matter to which the conflict of interest pertains or from the president of the employee's employee association or union local.

6. COMPLIANCE WITH POLICY

6.1 EDUCATION

The University will endeavour to bring the Policy to attention of persons who may be affected by the Policy.

6.2 DETERMINATION OF WHETHER A CONFLICT OF INTEREST IS PRESENT & WHETHER THERE SHOULD BE DISQUALIFICATION

Any disagreement with respect to whether a conflict of interest exists or whether a member shall be disqualified from further participation in meetings or business of the University to which the conflict pertains shall be determined by a committee appointed by the President. The membership of the Committee shall include

- 6.2.1 at least one person who is a representative of either an employee association or union local,

- 6.2.2 at least one person who holds the position of a Chair of a Department, Director, Dean, or Vice-President, and

- 6.2.3 where the member who may be in a conflict of interest is a student, at least one student.

6.3 REIMBURSEMENT OF UNIVERSITY FOR PECUNIARY BENEFITS RECEIVED IN A CONFLICT OF INTEREST

Where the personal interest of a member has been in conflict with the interest of the University and the member has received a pecuniary benefit either directly or indirectly as a consequence of the conflict of interest, the member shall be required to account for the pecuniary benefit and reimburse the University with respect to the amount of the benefit.

6.4 VIOLATION OF THE POLICY

In the case of a flagrant abuse of this Policy, disciplinary proceedings may be taken in accordance with the provisions of the applicable employment contract, collective agreement, tenure document or similar document and the University Act.

7. DEFINITIONS

7.1 DEFINITION OF "MEMBER"

"Member of the University" includes

- 7.1.1 a person employed by the University
- 7.1.2 a person whose salary is paid from externally funded specific purpose grants and contracts,
- 7.1.3 a person who has a contract to provide services to the University in a research, teaching or administrative capacity,
- 7.1.4 a person conducting research at the University with funds administered by the University,
- 7.1.5 a student registered in course work or in a degree program at the University,
- 7.1.6 a person appointed to serve on a University committee, and
- 7.1.7 a person holding an appointment as an Adjunct Professor, Professor Emeritus or other academic appointment.

7.2 DEFINITION OF "RELATED PERSONS"

"Related Persons" or persons related to each other are

- 7.2.1 persons connected by blood relationship marriage or adoption;
- 7.2.2 a man and a woman not married to each other, who live together as husband and wife
- 7.2.3 a corporation and
 - a. a person who controls the corporation, if it is controlled by one person,
 - b. a person, who together with another person with whom he or she

Please see page 7.

Guidelines on Conflict of Interest in Student-Faculty Relationships

A. PREAMBLE

The University of Victoria is committed to ensuring a learning environment in which students have the right to equitable conditions and treatment. In particular, it is important to ensure fair methods of evaluation and to eliminate any perceptions of bias arising out of personal relationships between teachers and students. At the same time, there should be no unfair restrictions on the educational and employment opportunities of all students nor on the reasonable freedom of association and interaction which is part of a healthy learning environment. The following guidelines are intended to balance these objectives.

B. TO WHOM DO THESE GUIDELINES APPLY?

1. While all members of the university community should avoid conflicts of interest, these guidelines are drafted specifically for students and teachers.

2. Students include anyone enrolled, or applying to be enrolled, in a course or program offered by the University for credit towards a degree or diploma.

3. Teachers include anyone responsible for teaching, evaluation or academic supervision.

C. WHAT IS A CONFLICT OF INTEREST?

1. It is neither possible nor desirable to specify all those situations in which there may be a conflict of interest. However, members of the university community are entitled to guidance in this respect.

2. A conflict of interest may arise in situations in which there is a reasonable apprehension that a particular relationship between a teacher and a student may confer upon one of them to an unfair

advantage or subject one of them to an unfair disadvantage. Such relationships include, but are not limited to:

- (a) close family relationships such as those between spouses or spousal equivalents, parents and children, siblings, in-laws, grandparents and grandchildren;
- (b) amorous relationships;
- (c) relationships between persons whose economic interests are closely interrelated.

3. A conflict of interest may arise in any situation where one person in such a relationship is in a position to make decisions or take actions that affect the other person. Such situations include, but are not limited to:

- (a) the decision to admit a student to a program;
- (b) the provision of instruction;
- (c) the evaluation of a student;
- (d) the awarding of prizes, scholarships, financial assistance and other benefits;
- (e) the award of teaching or research assistantships or other remunerative employment, either within the university or using funds administered by the university.

4. Even in the absence of a conflict of interest as defined in these guidelines, teachers and students should be aware that relationships between teachers and students involve trust and disparities in power, and may give rise to perceptions of bias, unfair advantage, or unfair treatment.

D. HOW ARE CONFLICTS TO BE DEALT WITH?

1. It is the responsibility of Chairs, Directors and Deans to ensure compliance with this policy.

2. It is incumbent upon teachers to avoid situations in which a conflict of interest may arise and to deal promptly with any conflict of interest that does arise.

3. Where a conflict of interest, as defined above, arises, the teacher must notify the relevant Chair, Director or Dean.

4. Other persons who apprehend a conflict of interest may also bring the matter to the attention of the appropriate Chair, Director or Dean.

5. Where a conflict of interest may arise, one or more of the following methods should be used to avoid or resolve such conflict:

- (a) The teacher should normally decline or terminate a supervisory, teaching, evaluative or decision-making role in which a conflict of interest arises, unless the Chair, Director or Dean is of the view that this will create undue hardship to the student;
- (b) In situations where the conflict of interest involves teaching, supervision or evaluation, and where alternative courses

or supervision exist that are reasonable and appropriate to the student's program, the student should utilize those alternatives;

(c) Where no reasonable and appropriate alternative exists, the Chair, Director or Dean shall ensure that fair and unbiased mechanism of evaluation is put in place. This will normally require that another suitable qualified evaluator review all material submitted for evaluation, review the grades assigned, and report whether those grades are reasonable.

(d) Where third parties are concerned about a perceived conflict of interest, the teacher, Chair, Director or Dean should consider informing them that the conflict has been dealt with pursuant to these guidelines. Such a step is for the protection of the student, teacher and the University.

6. Any person concerned about a conflict of interest may also initiate an inquiry through the office of the Assistant to the President, Equity Issues. Following such an inquiry, the Assistant to the President:

- (a) may bring the matter to the attention of the appropriate Chair, Director or Dean;
- (b) may make recommendations for the resolution of the matter;
- (c) shall be notified of the outcome.

7. A failure to comply with these guidelines constitutes unprofessional conduct.

E. HOW WILL THESE GUIDELINES BE IMPLEMENTED AND MONITORED?

1. In order to evaluate the effectiveness of the guidelines and assess the need for revision, Chair, Directors and Deans will, for a period of two years, file annual reports with the Assistant to the President, Equity Issues. These reports will, while preserving any necessary confidentiality,

state the number and nature of conflict cases dealt with over the year, the solutions adopted, continuing difficulties, and suggested revisions to the guidelines and/or procedures.

2. Following the review of the reports, the Assistant to the President, Equity Issues will report to Senate and state whether or not a review committee should be struck.

The Conflict of Interest Policies presented on these pages have been approved by the University Board of Governors, and are published here as guides for the University community.

The Policy on Conflict of Interest and Confidentiality, developed by Prof. Lyman Robinson of the UVic Faculty of Law, concerns relationships between members of the University community and organizations outside the University. The policy was presented to the BoG for approval in July 1991.

The Policy on Conflict of Interest in Student-Faculty Relationships, was developed by a committee chaired by Prof. Jamie Cassels of the Faculty of Law. Committee members were Prof. Don Harvey (Visual Arts), Julie Hewlett (University of Victoria Students' Society), Dr. Eric Sager (History), Dr. Micaela Serra (Computer Science) and Charlene Simon. The policy was presented to the BoG for approval in May 1992.

Continued from page 6.

is related, controls the corporation.

7.3 DEFINITION OF "PROPRIETARY INFORMATION"

"Proprietary information" means information in which a person has a property interest that can be sold or transferred and includes information protected by the laws pertaining to patents and copyright.

7.4 DEFINITION OF "CONFIDENTIAL INFORMATION"

"Confidential information" means information that is not in the public domain and which the author or the source of the information has expressly or impliedly prepared or communicated on a confidential basis and includes

7.4.1 information communicated or supplied by a member with respect to his or her medical, financial, personal or family circumstances,

7.4.2 letters of reference and personnel appraisals, and

7.4.3 trade secrets.



Fast food fruit was on the menu at the President's Bar-be-que during the Week of Welcome celebrations held to mark students' return to classes. Left to right Dean of Social Sciences Lou Costa, Dean of the Faculty of Law Maureen Maloney, University Librarian Marnie Swanson, Language Centre Academic Director Dr. Peter Liddell, and Chair of Pacific and Asian Studies Dr. Morgan Young stood out in the sun to serve up watermelon to hungry students.

Calendar

ALL EVENTS ARE FREE UNLESS OTHERWISE INDICATED. SUBMISSION DEADLINE FOR THE NEXT ISSUE IS SEPTEMBER 18.

A ATHLETICS **E** EXHIBITIONS **F** FILMS **L** LECTURES **M** MUSIC **R** RECREATION

T THEATRE **W** WORKSHOPS & CONFERENCES **O** OTHER

Continuing

- E 10:00 a.m.** Green by Post. Images of environmentalism in Commonwealth postage stamps. To October 18. Maltwood Art Museum & Gallery. University Centre Bldg. Info 721-8298.
- O 11 a.m. - 2:00 p.m.** Every Wednesday in the University Centre foyer, the SUB Green Plan Committee of the UVic Students' Society is collecting plain and coloured cardboard and plastics marked with a 1 or 2 (inside the recycling symbol) for recycling. As well as the weekly collection, these items, along with plain and coloured bond paper and newsprint, are accepted on an ongoing basis in the UVSS Resource Centre, room 135 in the SUB. Info 721-8368 or 8629.
- O 1:30 p.m.** Muslim Prayers. Every Friday. Interfaith Chapel. Info 721-8338.
- O 4:00 p.m.** Islamic Teaching Series. Last Sunday of every month. Interfaith Chapel. Info 721-8338.

Friday, September 18

- L 9:00 a.m.** Introduction to AF Algebras and Their Dimension Groups. Tao Cao, M. Sc. Candidate (Graduate Studies). George & Ida Halpern Centre Meeting Room. Info 721-7970.
- M 12:30 p.m.** Fridaymusic. School of Music students perform works for various instruments. Phillip T. Young Recital Hall. Info 721-7903.
- L 1:30 p.m.** Optical Excitation and Relaxation of Coordination Compounds. Dr. H.U. Gudel, University of Bern. Lecture (Chemistry). Cunningham 146. Info 721-7152.
- L 1:30 p.m.** The Relationship Between Christianity and Moral Behaviour in Competitive Sport. Gregory John Gidman, M.A. Candidate (Graduate Studies). George & Ida Halpern Centre 108. Info 721-7970.
- F 2:30 & 7:15 & 9:20 p.m.** Diggstown (USA, 1992) Michael Ritchie. \$3.75-\$5.75 at door. SUB Theatre. Info 721-8365.
- L 3:30 p.m.** An Organizational Approach To Social Investment: Understanding Japanese Investment Behaviour. Professor Keizo Nagatani, University of British Columbia. Lecture (Economics). Cornett A317. Info 721-8532.
- F 11:40 p.m.** The Addams Family (USA, 1991) Barry Sonnenfeld. \$3.75-\$5.75 at door. SUB Theatre. Info 721-8365.

Saturday, September 19

- F 2:30 & 7:15 & 9:20 p.m.** Diggstown (USA, 1992) Michael Ritchie. \$3.75-\$5.75 at door. SUB Theatre. Info 721-8365.
- M 8:00 p.m.** Old-Time Country Dance. Yvonne Thompson calling. \$4.50-\$6. SUB Upper Lounge. Info 386-4708.
- M 9:30 p.m.** State of Mind. Felicitas's. Info 721-6243.
- F 11:40 p.m.** The Addams Family (USA, 1991) Barry Sonnenfeld. \$3.75-\$5.75 at door. SUB Theatre. Info 721-8365.

Sunday, September 20

- M 2:30 p.m.** The Victoria Symphony's Classic Series 'Bach to Mozart'. du Maurier Arts Ltd. \$18.50 at University Centre & McPherson box offices. University Centre Auditorium. Info 385-6515.
- F 6:55 & 9:40 p.m.** An Angel At My Table (New Zealand, 1990) Jane Campion. \$3.75-\$5.75 at door. SUB Theatre. Info 721-8365.

Monday, September 21

- E 8:00 a.m.** Cordwood to Campus. Photographic display. To October 5. McPherson Library Gallery.
- F 7:15 & 9:00 p.m.** Pinocchio (USA, 1940) Ben Sharpsteen. \$3.75-\$5.75 at door. SUB Theatre. Info 721-8365.
- M 8:00 p.m.** The Victoria Symphony's Classic Series 'Bach to Mozart'. du Maurier Arts Ltd. \$18.50 at University Centre & McPherson box offices. University Centre Auditorium. Info 385-6515.
- M 8:00 p.m.** School of Music B. Mus. Recital. Lila Gailling, piano. Phillip T. Young Recital Hall. Info 721-7903.

Tuesday, September 22

- O** Volunteer Bureau. To September 23. University Centre Foyer.
- L 3:30 p.m.** Language in Action. Dr. Herbert H. Clark, Stanford University. (Psychology). Cornett B112. Info 721-7525.
- F 7:00 & 9:20 p.m.** McCabe and Mrs. Miller (USA, 1971) Robert Altman. \$3.75-\$5.75 at door. SUB Theatre. Info 721-8365.

Wednesday, September 23

- M 12:00 p.m.** Fran Dick. Subculture. A First Nations Artist. SUB Theatre. Info 721-8365.

W 7:00 p.m. The Kodak Photographic Seminar. Presented by Lens & Shutter & City Photo. Registration: 6:30. \$10 at Lens & Shutter. MacLaurin A144. Info 383-7443.

F 7:00 & 9:20 p.m. Voyager (Germany/Fr, 1991) Volker Schlöndorff. \$3.75-\$5.75 at door. SUB Theatre. Info 721-8365.

M 8:30 p.m. Utopic Mind Slaves & Sun Dog Sun. Felicitas's. Info 721-6243.

Thursday, September 24

- O** Apple Computer Display. To September 25. University Centre Foyer.
- L 11:30 a.m.** Gas-Phase Organ-Metallic Ion Chemistry. Dr. Peter B. Armentrout, University of Utah. Lecture (Chemistry). Cunningham 146. Info 721-7152.

L 2:30 p.m. The Music of Purcell. Dr. Michael Burden, New College, Oxford. (School of Music). MacLaurin B120. Info 721-7903.

F 7:00 & 9:20 p.m. Voyager (Germany/Fr, 1991) Volker Schlöndorff. \$3.75-\$5.75 at door. SUB Theatre. Info 721-8365.

Friday, September 25

- M 12:30 p.m.** Fridaymusic. Selections for keyboard. Phillip T. Young Recital Hall. Info 721-7903.
- F 2:30 & 7:00 & 9:35 p.m.** A League of Their Own (USA, 1992) Penny Marshall. \$3.75-\$5.75 at door. SUB Theatre. Info 721-8365.
- M 9:30 p.m.** The Catherine Wheel. Felicitas's. Info 721-6243.
- F 12:00 a.m.** Monty Python and the Holy Grail (GB, 1974) Terry Jones. \$3.75-\$5.75 at door. SUB Theatre. Info 721-8365.

Saturday, September 26

- W 8:30 a.m.** Professional & Caregiver Workshop. Care of persons with Alzheimer's. (Sponsored by Centre on Aging). Pre-registration fee \$45. University Centre Auditorium. Info 388-0332.
- A 12:00 p.m.** Women's soccer. UVic vs UBC. Centennial Stadium. Info 721-8406.
- A 2:00 p.m.** Men's soccer. UVic vs UBC. Centennial Stadium. Info 721-8406.

F 2:30 & 7:00 & 9:35 p.m. A League of Their Own (USA, 1992) Penny Marshall. \$3.75-\$5.75 at door. SUB Theatre. Info 721-8365.

M 8:00 p.m. Meryn Cadell Concert. \$14-18 at University box offices. University Centre Auditorium. Info 721-8972.

M 8:00 p.m. Faculty Chamber Music Series. Works by Purcell, Fasch, Rameau de Boismortier and Bach. \$6-10. Phillip T. Young Recital Hall. Info 721-7903.

F 12:00 a.m. Monty Python and the Holy Grail (GB, 1974) Terry Jones. \$3.75-\$5.75 at door. SUB Theatre. Info 721-8365.

Sunday, September 27

F 7:00 & 9:35 p.m. Howard's End (GB, 1991) James Ivory. \$3.75-\$5.75 at door. SUB Theatre. Info 721-8365.

Monday, September 28

- F 7:15 & 9:15 p.m.** Casablanca (USA, 1942) Michael Curtiz. \$3.75-\$5.75 at door. SUB Theatre. Info 721-8365.
- L 8:00 p.m.** Underwater Archaeology: Techniques of Survey and Excavation. Dr. George F. Bass, Texas A & M University. Lansdowne Lecture (Classics). MacLaurin A114. Info 721-8514.
- M 8:00 p.m.** B. Mus. Recital. Cary Chow, piano. Phillip T. Young Recital Hall. Info 721-7903.

Tuesday, September 29

- L 2:30 p.m.** The Use of Computer Assisted Design in Music Compositions. John Wright, Ph. D Graduate Student. (School of Music). MacLaurin B120. Info 721-7903.
- F 7:15 & 9:15 p.m.** Images (USA/Ireland, 1972) Robert Altman. \$3.75-\$5.75 at door. SUB Theatre. Info 721-8365.

Wednesday, September 30

- O 12:00 p.m.** Angela Hryniuk. Subculture. Poetry reading. Cinecenta Theatre. SUB. Info 721-8972.
- L 12:00 p.m.** Littérature de jeunesse et intertextualité: le cas Ginette Anfosse. Dr. Danielle Thaler. Lecture (French). Clearihue B446. Info 721-7368.
- F 7:10 & 9:20 p.m.** Helen Pitt Award Winners. Works by: Troy Suzuki & Juliet Belmas. \$3.75-\$5.75 at door. SUB Theatre. Info 721-8365.
- L 8:00 p.m.** The Bronze Age Shipwreck at Ulu Burun, Turkey: Trade in the 14th Century B.C. Dr. George F. Bass, Texas A & M University. Lansdowne

Lecture (Classics). MacLaurin A114. Info 721-8514.

Thursday, October 1

- O 12:00 p.m.** AIDS Awareness. SUB Theatre. Info 721-8365.
- F 7:00 & 9:25 & 12:00 p.m.** Alien (GB, 1979) Ridley Scott, Aliens (USA, 1986) James Cameron, Alien 3 (USA, 1992) David Fincher. Aliens Triple Bill: all 3 films + small popcorn & pop for \$10. SUB Theatre. Info 721-8365.
- L 8:00 p.m.** Underwater Excavations at Serçe Limani, Turkey: An 11th Century Merchant Voyage. Dr. George F. Bass, Texas A & M University. Lansdowne Lecture (Classics). MacLaurin A114. Info 721-8514.
- L 8:00 p.m.** The Right to Care: Nurses and the Politics of Womanhood. Dr. Susan M. Reverby, Wellesley College, Massachusetts. (Women's Studies). Human & Social Development Bldg. Info 721-7378.

Friday, October 2

- M 12:30 p.m.** Fridaymusic. School of Music students perform selections for various instruments. Phillip T. Young Recital Hall. Info 721-7903.
- F 2:30 & 7:00 & 9:25 p.m. & 12:00 a.m.** Alien 3 (USA, 1992) David Fincher. Alien (GB, 1979) Ridley Scott. Aliens (USA, 1986) James Cameron. Alien 3 (USA, 1992) David Fincher. Aliens Triple Bill: all 3 films + small popcorn & pop for \$10. SUB Theatre. Info 721-8365.

L 3:30 p.m. Canadian High Arctic Eocene Fossil Forests, Environments and Climates. David Greenwood, University of Saskatchewan. Lecture (Earth & Ocean Sciences). Cornett B145. Info 721-8848.

Saturday, October 3

- A 12:00 p.m.** Women's soccer. UVic vs Calgary. Centennial Stadium. Info 721-8406.
- A 2:00 p.m.** Men's soccer. UVic vs Calgary. Centennial Stadium. Info 721-8406.
- F 2:30 & 7:00 & 9:25 p.m. & 12:00 a.m.** Alien 3 (USA, 1992) David Fincher. Alien (GB, 1979) Ridley Scott. Aliens (USA, 1986) James Cameron. Alien 3 (USA, 1992) David Fincher. Aliens Triple Bill: all 3 films + small popcorn & pop for \$10. SUB Theatre. Info 721-8365.

M 8:00 p.m. Faculty Chamber Music Series Lafayette String Quartet. \$6-10. Phillip T. Young Recital Hall. Info 721-7903.

Call for women scholars

The Women's Scholars Series is accepting nominations for guest speakers for upcoming academic years. Nomination deadlines are Oct. 30, 1992 for speakers for 1993-94 and April 30, 1993 for speakers for 1994-95. Interdisciplinary applications are particularly encouraged.

Established in 1990 by Dr. Sam Scully, Vice-President Academic and Provost, the series is a way of bringing distinguished women scholars to UVic. Each speaker gives one public lecture suitable for the university and city communities as well as giving lectures and

seminars on campus in her academic discipline. The usual length of each speaker's visit is 3-4 days.

To nominate speakers please send, to the Chair of the Women Scholar Series, Office of the Vice-President Academic, a complete resume and information about the proposed community lecture topic and academic participation at UVic.

The nominating faculty member or department will be expected to act as host if their nominee accepts an invitation to visit UVic as a guest of the Women Scholar's Series.



Dr. Susan M. Reverby, Director of Women's Studies at Wellesley College, Massachusetts and holder of the Whitehead Chair in Critical Thought, is coming to UVic as the 10th speaker in the Women Scholars Series. The topic of Reverby's public lecture, to be held on Oct. 1 at 8 p.m. in the new Human & Social Development Building, is *The Right to Care: Nurses and the Politics of Womanhood*. The talk will provide an historical overview of the development of nursing. The lecture is free and open to the public.